



# DIVERSITY & INCLUSION ACTION PLAN

## TOTAL WORKFORCE

# BUILDING AND MAINTAINING AN INCLUSIVE TOTAL WORKFORCE

The New Inclusion Quotient (IQ) is 5 demonstrated inclusive behaviors that when repeated over time, form the habits that create essential building blocks of an inclusive environment.

“Our own behaviors have a direct impact on our members and how well they execute the mission. When our workforce feels that they are a part of an inclusive environment and valued, they are a mission ready member – committed to our organization’s goals and an integral member of the team.”

—Jason Vanderhaden, MCPOCG

## A HIGH INCLUSION IQ + CULTURAL FLUENCY = MISSION READINESS

### INCLUSIVE BEHAVIORS

#### Fair

Leaders treat all members equitably.

#### Open

Leaders support diversity and inclusion in all ways.

#### Cooperative

Leaders encourage communication and collaboration.

#### Supportive

Leaders value their workforce.

#### Empowering

Leaders ensure resources and support tools are available to excel.

These inclusive behaviors, known as FOCSE, can be learned, practiced, and developed into habits of inclusiveness and subsequently improve inclusion in the organization.

### THE MISSION READY MEMBER IS

FAIR	OPEN	COOPERATIVE	SUPPORTIVE	EMPOWERING
I am aware of systemic barriers and seek to correct imbalances so that everyone has the same opportunities	I will develop social connections that influence diversity and inclusion to maximize productivity and retention.	I am encouraged to have meaningful interactions with all levels of Coast Guard leadership.	I am committed to being inclusive and I value the diversity of my teammates.	I can engage with likeminded positive communities to thrive and accelerate cultural fluency.



# DIVERSITY & INCLUSION ACTION PLAN

## TOTAL WORKFORCE

# INCLUSION IS A MISSION ADVANTAGE: WE CAN TELL YOU WHY

## CIVILIAN

"I believe my technical skills are valued and my ideas are incorporated often by my colleagues. This increases my desire to want to do more and be innovative. I feel a part of the team."

—Brianne Alvis,  
CGHQ

"I connect with the media everyday. I bring a perspective of how people unfamiliar with military workings may see the Coast Guard and ensure our messaging is in plain language. That way, important information we need to release is accessible to everybody, especially during a crisis."

—Lisa Novak,  
Media Relations CGHQ

"I feel proud and empowered when the Coast Guard I work for reflects and looks like the American citizens we serve."

—Mike Black,  
CEU Providence



## RESERVES

"Inclusion of reservists increases our ability to accomplish our missions with different perspectives to ensure we make the best possible decisions for the Coast Guard."

—YNCS Amerita Santos,  
CG Pacific Area

"Diversity and Inclusion improves every component that makes up the U. S. Coast Guard. When we embrace our similarities and differences within our workforce, the many components become one."

—SKC Aaron Dolak,  
USCG Sector Houston-  
Galveston

"As a CG Reservist, I have had the opportunity to serve at many different and unique commands.

All have helped me feel welcomed, wanted, and appreciated."

—YN1 Tara Kincannon,  
MSU Port Arthur



## ACTIVE DUTY

"I've had the opportunity to work with and learn from other enlisted members on many project. This inclusivity has allowed me to learn and apply my newfound knowledge to my job as a Fireman. I'm proud to be a member of PATFORSWA. I know that I'm making a difference and supporting our mission."

—SN Taylor Machel,  
PATFORSWA

"You can learn about the organization and the mission. You can learn about the job and how to be better at what you do. But until you learn about the people you work with, you'll never be complete."

—LTJG Devin Greenwell  
Sector Puget Sound

Every member's efforts should be celebrated - regardless of where they come from, what they look like, and who they love. Everyone provides different perspectives - embracing those characteristics makes our service stronger.

—F&S2 Jose Castro-Pagan,  
CGC NORTHLAND



## AUXILIARY

"Diversity is really about inclusion. When members of your Flotilla feel included, they are more willing to both learn a new mission skill and then participate in that area."

—Bridget Reilley, Auxiliary,  
Air Station Caldwell New Jersey

"Valuing the uniqueness of each individual member supports the operational readiness of the Coast Guard Auxiliary and encourages a spirit of team cooperation which is the heart of effective risk management."

—Ken Jacobs, Auxiliary,  
Sector Jacksonville Florida

"The Coast Guard deems diversity to be a matter of readiness, by virtue of the 3 R's—Ready, Relevant and Responsive. In the Auxiliary we accomplish this by training, trust and togetherness."

—Tom Bamford, Auxiliary,  
Sector St. Petersburg



## WHAT IS YOUR INCLUSIVE INTELLIGENCE LEVEL?

NO AWARENESS

TOLERANCE

SENSITIVITY

APPRECIATION

CULTURAL FLUENCY